

May 22, 2024 Board Minutes

5. Business Arising: Employee Interim Measures Pending Investigation

At the Committee meeting, Trustee Pei moved the following as business arising, following consideration of the matter, PR743, Employee Interim Measures Pending Investigation [4673].

Moved by: Trustee Pei

Seconded by: Trustee Hastings

The Governance and Policy Committee **RECOMMENDS:**

Whereas, the Ontario Principals' Council has expressed concern at the length and cost of principals and other administrators being placed on home assignment by various Ontario school boards pending investigation; and

Whereas, the Toronto District School Board has prepared a new procedure, PR743, Employee Interim Measures Pending Investigation and is presenting such at the Governance and Policy Committee for receipt; and

Therefore, be it resolved:

- a) **That, subject to the legal requirements relating to confidentiality of human resource matters, as supported by a legal opinion presented to the Governance and Policy Committee, the Toronto District School Board publish all data related to TDSB employees subject to investigation, with the relevant time period being from January 1, 2021 through March 31, 2024, segregated by categories consisting of (i) teachers, (ii) principals (iii) supervisory officers, including the following:**
 - i. **the number of professional staff placed on home assignment, including the nature of the investigation;**
 - ii. **the number of employees that were on home assignment, including the nature of the investigation, as of March 31, 2024;**

- iii. the number of professional staff subjected to the following measures following placement on home assignment: (A) termination, (B) suspension (C) other discipline (D) no action taken;
 - iv. total costs incurred by the Board as a result of investigation, including external legal costs, and salaries paid to employees on leave pending the conclusion of their investigation. Such costs to be provided;
 - v. the average length of placement on home assignment;
- b) That the Director present a report to the Governance and Policy Committee in the fall 2024, and recommendations:
- i. reduce costs associated with investigations;
 - ii. reduce length of investigations;
 - iii. improve public reporting related to these matters;
 - iv. reduce the number of incidents related to categories of misconduct observed to be the most frequent reasons for TDSB investigations;
- c) That the Director present a report to the Governance and Policy Committee in the fall 2024, with the aggregate of fees paid to external legal counsel on investigations of professional staff employees in the fiscal years ended August 31, 2021, August 31, 2022 and August 31, 2023, and projected fees to be paid for the fiscal year ending August 31, 2024.

Carried